

JOINT ACTION ON HEALTH WORKFORCE PLANNING AND FORECASTING

LIST OF EXPERTS – Q&A

This list of Questions & Answers aims at supporting the Registration form to become listed on the Joint Action HWF List of Experts.

Which is the Goal of the List?

The Joint Action aims at creating a network of experts to support both EU and Member States in developing capacity in Health Workforce Planning & Forecasting, enabling policy-makers to take evidence and scientific-based decisions.

The list will both be made available to the Member States and many stakeholders like the EU-wide professional organizations in order to help them find the appropriate in-land or foreign expertise. Also, the list will be a distribution list for the future network activities. The members will be encouraged to share their knowledge on a collaborative platform and through collaborative activities and conferences.

What about the choice between 2 levels of expertise?

The list is a list of experts. There is no point in referring low level of expertise, as this information is not useful to the stakeholder. Also, a wide variation of level of expertise is neither relevant nor measurable. Therefore, we propose to adopt an easy 2-level system, with Experienced and Master as definers.

Definition of competence area 1

Area of competence 1 is set as:

SET OF COMPETENCES NEEDED TO COLLECT, PROCESS WITH SCIENTIFIC INSTRUMENTS, UNDERSTAND AND MAKE USE OF HEALTHWORFORCE DATA, INCLUDING MODELLING

Proposed criteria's for self-assessing ones levels of proficiency:

EXPERIENCED	MASTER
At least 2 of those criteria must be met	At least 3 of those criteria must be met
- 2 years working experience in Healthcare Data Collection with a HWF component;	- 5 years working experience in Healthcare Data Collection with a HWF component;

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| <ul style="list-style-type: none"> - 2 years working experience in modelling Healthcare systems based on data with a HWF component; - Participation to a study related to Health Workforce Planning using data and modellisation, either as researcher, writer or data manager; - Participation to at least 5 workshops or conferences on Health Workforce at (inter-) national level; - A degree in the field of Health, like MD, Healthcare management, or in the field of Data management like Statistics, Sociology. | <ul style="list-style-type: none"> - 5 years working experience in modelling Healthcare systems based on data with a HWF component; - Participation to at least 3 studies related to Health Workforce Planning using data and modellisation, either as researcher, writer or data manager, and overall manager of at least one of these; - Participation to at least 10 workshops or conferences on Health Workforce at (inter-) national level, and at least 3 at international level; - 2 degrees or a doctorate level in the field of Health, or in the field of Data management. |
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Definition of competence area 2

Area of competence 2 is set as:

SET OF COMPETENCES NEEDED TO UNDERSTAND, EVALUATE AND FORESEE FUTURE EVOLUTIONS OF THE HEALTHCARE SECTOR AT NATIONAL LEVEL WITH UNDERSTANDING OF INTERNATIONAL CONTEXT

Criteria's for self-assessing ones levels of proficiency:

EXPERIENCED	MASTER
<p>At least 2 of those criteria must be met</p> <ul style="list-style-type: none"> - 2 years working experience in Healthcare Management with a HWF component; - 2 years working experience in building and evaluating Healthcare systems with a HWF component; - Participation to 3 studies or projects related to Health Workforce systems, either as researcher / analyst, writer or project manager; - Participation to at least 10 workshops or conferences on Healthcare systems at (inter-) national level; - A degree in the field of Health like MD, or Law with option Healthcare, 	<p>At least 3 of those criteria must be met</p> <ul style="list-style-type: none"> - 5 years working experience in Healthcare Management with a HWF component; - 5 years working experience in building and evaluating Healthcare systems with a HWF component; - Participation to 5 studies or projects related to Health Workforce systems, either as researcher / analyst, writer and overall manager of at least one of these; - Participation to at least 30 workshops or conferences on Healthcare systems at (inter-) national level, and at least 10 at international level;

International affairs.

- 2 degrees or doctorate level in the field of Health, or Law with option Healthcare, International affairs.

Definition of competence area 3

Area of competence 3 is set as:

SET OF COMPETENCES NEEDED TO UNDERSTAND, PARTICIPATE AND POTENTIALY LEAD POLICY MAKING PROCESSES IN THE HEALTHCARE SECTOR, WITH UNDERSTANDING OF THE INTENATIONAL (EU AT LEAST) CONTEXT AND PROCESSES, INCLUDING THE LEGAL ASPECTS

Criteria's for self-assessing ones levels of proficiency:

EXPERIENCED	MASTER
At least 2 of those criteria must be met	At least 3 of those criteria must be met
<ul style="list-style-type: none">- 2 years working experience in Healthcare Policy making with a HWF component;- 2 years working experience in International coordination of policies with a HWF component;- 2 years working experience in a legal context with HWF component;- Participation to at least 10 workshops or conferences on policy making in the Healthcare sector at (inter-) national level;- A degree in the field of Health, or Law with option Healthcare, International affairs.	<ul style="list-style-type: none">- 5 years working experience in Healthcare Policy making with a HWF component;- 5 years working experience in International coordination of policies with a HWF component;- 5 years working experience in a legal context with HWF component;- Participation to at least 30 workshops or conferences on policy making in the Healthcare sector at (inter-) national level, and at least 10 at international level;- 2 degrees or a doctorate level in the field of Health, Law with option Healthcare, International affairs.

Definition of competence area 4

Area of competence 4 is set as:

SET OF COMPETENCES NEEDED TO UNDERSTAND, MANAGE AND EVALUATE POLICIES IN THE FIELD OF EDUCATION OF HUMAN RESOURCES IN HEALTH

Criteria's for self-assessing ones levels of proficiency :

EXPERIENCED	MASTER
At least 2 of those criteria must be met	At least 3 of those criteria must be met

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| <ul style="list-style-type: none"> - 2 years working experience in Education management with a HWF component; - 2 years working experience in building and evaluating Education programmes with a HWF component; - Participation to 3 studies or projects related to Health Workforce education, either as researcher / analyst, writer or project manager; - Participation to at least 10 workshops or conferences on Education of HWF at (inter-) national level; - A degree in the field of Education Management, with option Health. | <ul style="list-style-type: none"> - 5 years working experience in Education management with a HWF component; - 5 years working experience in building and evaluating Education programmes with a HWF component; - Participation to 5 studies or projects related to Health Workforce education, either as researcher / analyst, writer and overall manager of at least one of these; - Participation to at least 30 workshops or conferences on Education of HWF at (inter-) national level, and at least 10 at international level; - 2 degrees or a doctorate level in the field of Education Management with option Health. |
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The experts will be able within a **future** platform of collaboration to add a CV to their name, enabling a more detailed presentation.

May I be listed in multiple skills?

Obviously, all experts may apply for multiple categories if relevant, with various levels of expertise.

Why are there only 5 areas of expertise?

All experts have a different background and know more about a different country context. The list of experts, at least the first issue, must remain simple to use. We therefore identified the five main areas of expertise needed. Additional areas may be added in the future, if needed. The areas are broad enough so we believe most of the experts known to date will fit in.

How to measure the level of expertise?

It is not the goal of the Joint Action to measure scientifically the level of expertise of each applying expert. This measure is not really feasible though. As we trust the experts to apply and provide sound experience and expertise to the Member States and to the various stakeholders, we also trust them in self-evaluating their level of skills.

Self-evaluation is therefore the method chosen, and the self-evaluation will not be disputed.

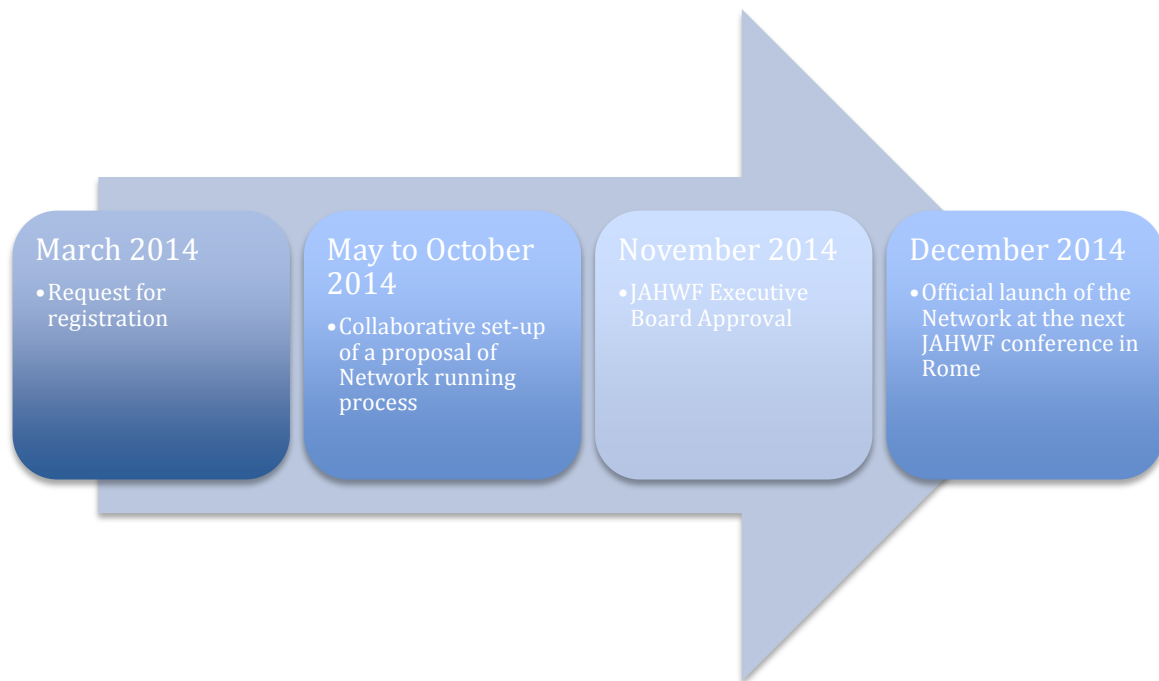
Also, adding CVs and implementation of the network portal in the future will enable the experts to develop further their capacity, track the evolution, and allow EU and Members States to locate the appropriate experts.

Why are they supporting criteria for evaluating the expertise level?

The proposed criteria, which are not mandatory, are proposed to support the decision-making in the self-evaluation process, also helping to obtain a more homogeneous self-evaluation pattern. We know that there will be various special cases which will not fit in, but these criteria are not rules, just tools.

What is the timeline for the creation of the Joint Action Network of Experts

The timeline is as follows:



The presentation of the List of Experts at the plenary assembly of the Joint Action may be found here: http://www.euhwforce.eu/web_documents/JAHWF-PA-1/PA1_LISTOFEXPERTS_CONCEPT_WP7.pdf.

What about the other mechanisms for hiring experts set in place at EU Commission / Agency Level

The current invitation to register to the Joint Action network is independent from any other official European Commission calls for experts within the framework of EU funding programmes.

The Joint Action network is not exclusive. The information regarding the network of experts will be exchanged through the following e-mail address: **experts.HWF@mu-varna.bg**.